

Our Side Of The Table

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B A R G A I N I N G B U L L E T I N N O . 2 D E C E M B E R 19, 1983

The University Federation of Librarians' Bargaining Committee today refused to agree to administration-proposed changes in the University of California Retirement System. The administration proposed that the employee contribution to UCRS be reduced by approximately one percent without a loss of benefits between January and June 1984, and set a December 19 deadline for agreeing to these changes. The UFL Bargaining Committee said that while it lacked the necessary information to make a sound decision on the administration's proposed changes, it was willing sign the agreement with two stipulations.

First, the UFL said that the following "WHEREAS clause" was unacceptable:

WHEREAS, an actuarial report has determined that a reduction in contributions and an increase in cost-of-living adjustments is possible,

....

The UFL repeatedly asked to see this actuarial report, and was eventually promised that it would be forthcoming in mid to late January, a full month after the administration wanted the agreement signed. Having only verbal assurances that UCRS would not be adversely affected by this reduction in income, the Bargaining Committee told the administration it could not in good conscience sign an agreement which included this clause. The administration, without explanation, refused to take it out.

Second, and more important, the administration wanted to reserve the right to unilaterally extend the reduction after July 1, 1984. The UFL insisted that it could sign the agreement only if any extension was mutually approved by both the union and the administration. The administration also refused to accept that request.

The Bargaining Committee reluctantly concluded that it would be abandoning a legal obligation to negotiate future changes on this matter if it blindly accepted an open-ended reduction in UCRS contributions beyond June 1984 without further study.

When the actuary's report is available in January, the UFL will critically examine it, and at that time may be able to agree to the 1% reduction. The administration stated that if the UFL signed the agreement after the December 19 deadline, the reduction might not be able to be made in the February 1st paychecks. We would expect, however, that this could be done retroactively. BARGAINING BULLETIN NO. 3 will give an update on this and other developments.

Show Support For Your Bargaining Team

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on the reverse side.)***